

The Church in Wales

Formative Expectations for Licensed Ministry

- At point of discernment, showing evidence of *potential* for these principles and qualities.
- At point of licensing / ordination, showing *evidence* of these principles and qualities.
- At the point of moving to a post of greater or overall responsibility, showing evidence of *leadership* in these categories, and be able to train, inspire and lead others, individuals, teams, churches and mission / ministry areas, in them.

Principles and Qualities

A. Confidence, Security and Mature faith

At the point of licensing or ordination, candidates will be able to talk honestly about their ongoing relationship with God, their life of prayer and bible study and their reliance on the power of the Spirit. They will be able to reflect with appropriate confidence on who they are in Christ and on what they can contribute to society and the Church as well as their place within both. They will already have demonstrated a good level of emotional intelligence throughout their interactions during training. They will be able to communicate how this confidence in who they are in Christ enables them to be imaginative and creative in ministry and to be able to take risks and not be afraid of failure. They will be able to articulate how their faith, inspired by theological and bible study and prayer, has resourced them during difficult as well as joyful times in their lives.

At the end of the Newly Licensed Minister process, ministers will be demonstrating a mature faith that they are able to articulate. A faith supported by a well-established pattern of personal devotion that keeps them spiritually healthy and maintains resilience. They will have developed a high level of emotional intelligence and good people skills. They will understand and be able to manage conflict and resistance. They will manage their personal and professional relationship well with clear understanding of boundaries. Furthermore, through personal example and intentional engagement they will be able to contribute to the development of others / lead the development of others in the area of 'confidence, security and mature faith'

B. Team Working

At the point of licensing or ordination candidates should demonstrate an enthusiasm for team working and a healthy and honest ability to reflect on difficult as well as positive experiences of working with others. They will have an accurate knowledge of the skills and abilities they bring to teams, as well as their own flaws and vulnerabilities in working with others. An important aspect of their training will have been addressing some of these flaws and vulnerabilities, and they will be able to talk openly about where they are on this journey. They will have learnt how to be effective in dealing with and resolving difficult relationships. They will have reflected on their own past role in conflicts and what they have learnt about themselves and how they could have handled difficult situations better. They will have evidenced a commitment to building healthy relationships.

At the end of the Newly Licensed Minister process ministers will have a clear understanding of the value and importance of working in teams and be fully committed, in practice as well as in words, to the fact that the Church understands mission and ministry as team activities. They will have developed a deep and truthful understanding of the skills and abilities they bring to teams, and of the areas where they need to be supported by others' strengths. They will have developed a clear ability to work in and (contribute to the leadership of) / (lead) teams of ministers and lay people. Furthermore, through personal example and intentional engagement they will be able to (contribute to) / (lead) the development of teamworking in others.

C. Creative, Flexible and Adaptable

At the point of licensing or ordination candidates will have demonstrated that they have skills as well as a temperament to be able to minister in an ever-changing society and to be creative and adaptable. They will be people who are lifelong learners and will have demonstrated an enthusiasm for learning. They will have exhibited a confidence and willingness to try new things. They will have shown an enthusiasm to share their faith in ways which connect with those living in their community. Their resilience and hopefulness will have been demonstrated in their journey of training and discernment, through their engagement and interactions. They will have demonstrated an ability to be able to work outside their comfort zone, to try out new initiatives. For those training for a distinctive pioneer ministry, they will have an experience of starting and sustaining initiatives/projects.

By the end of the Newly Licensed Minister programme ministers will understand the various cultures in which they minister and be flexible and adaptable in shaping the best ways to communicate the gospel and develop community in the prevailing culture. They will have demonstrated in practice that they are continuing to learn post-licensing. All will have developed and demonstrated the ability to pioneer new initiatives/projects in response to the needs and opportunities around them. Those training for a distinctive pioneer ministry will have demonstrated their ability to start and sustain new worshipping communities. Furthermore, through personal example and intentional engagement they will be able to (contribute to) / (lead) others in becoming more creative, flexible and adaptable.

D. Grounded in Anglican Ecclesiology and Spirituality

At the point of licensing or ordination, candidates will have gained an appropriate qualification in theology and be able to talk meaningfully and engagingly about how their study of theology has helped them grow in faith. They will be able to talk knowledgeably about the Bible and the history, ecclesiology and traditions that underpin the life of the Church in Wales. They will be able to demonstrate that they are able to draw from the deep wells of Anglican prayer and spirituality to inform and support their ministerial life. They will have demonstrated that they are disciplined in daily prayer, worship study and retreat. They will be able to demonstrate an understanding and sensitivity to traditions other than those they are more comfortable with. They will have a positive attitude towards the Welsh language, and in the case of full-time candidates, have taken steps to be able to minister liturgically partly in Welsh, and to be able to use some Welsh in pastoral situations. They will be confident and able in leading different forms of worship and in communicating the faith. If they are training for a preaching ministry, they will have developed an ability to preach in a clear and engaging fashion.

By the end of the Newly Licensed Minister process those who are ordained will be confident in leading the sacraments of Baptism and Eucharist. All ministers will have the ability to lead worship in such a way as to foster encounter with God, and build up the congregation. They will be able to draw from and incorporate a wealth of Anglican prayer and liturgy to enrich the congregations they lead. They will be competent and confident communicators in a wide variety of contexts and to those of all ages and different abilities. Those in a preaching ministry will have developed an edifying, authentic, preaching style and have developed their preaching in response to feedback. All our ministers will be able to articulate, model and teach the five marks of Anglican mission. Furthermore, through personal example and intentional engagement they will be able to (contribute to) / (lead) others in deepening their spirituality.

E. Missional and Committed to Growth

At the point of licensing or ordination candidates will have demonstrated that they are outward-facing, mission-minded and have an enthusiasm for relating the faith to ordinary people across our nation in a variety of ways. In their own way, they will have demonstrated a drive and energy to embody a faith which is more about being a movement than an institution. They will be able to personally explain the faith in an attractive way and be good ambassadors for Christ. They will have demonstrated a commitment to see growth in the Church in Wales and will have a developing awareness of factors which help or hinder this, based on study as well as personal experience.

By the end of the Newly Licensed Minister process, ministers will be active in finding opportunities to communicate their faith and will have an ability to articulate their personal relationship with Christ. They will have an understanding of how to guide others appropriately to a place of commitment, and to support the initial development of faith and incorporation into the Church. They will understand the dynamics of process evangelism, and different approaches to Church growth. They will have demonstrated a commitment to activity beyond

the walls of the church building. Those preparing for a stipendiary position of responsibility will have experience of community engagement projects which included the personally sharing of faith, and will know how to set appropriate goals for numerical and spiritual church growth. Furthermore, all ministers through personal example and intentional engagement they will be able to help others to find ways to share their faith and to support newcomers in the Christian community.

F. Strategic Leaders and Guides

At the point of licensing or ordination candidates should have demonstrated an ability to lead others, and a capacity to inspire trust and loyalty in those they work amongst. While the leadership to which they will be called will vary in terms of scope and sphere, all candidates for ministry need to demonstrate a courage, resilience and an ability to inspire others. They will already have enabled and encouraged members of the congregation in their own discipleship and ministry, and to work together in healthy teams. They will understand the importance of acting within oversight structures.

By the end of the Newly Licensed Minister phase, all ministers will be able to explain what an oversight ministry means and the particular strengths and gifts they themselves bring to leadership. They will recognise that they are community leaders and recognise the appropriate use of the power that comes with the position, and also recognise when that power is being abused or misused. They will have a genuine commitment to accountability and both transparency and confidentiality in the appropriate settings. They will understand the importance of governance and financial structures and be able to work within them effectively. They will have demonstrated an ability to network with others and a commitment and an enthusiasm for developing the potential of the people they work amongst. Their manner of leadership will be such that others recognise it as in keeping with the way in which God leads his people. They will have reflected on how to contribute leadership 'from the second chair'. Stipendiary ministers will have demonstrated an aptitude for overseeing teams of diverse people, strategic thinking, developing and sharing vision, initiating and overseeing projects, building teams and identifying and developing gifts in others. Furthermore, through personal example and intentional engagement they will be able to (contribute to) / (lead) the development of the leadership gifts of others.